

Edward M. Augustus, Jr.  
City Manager



CITY OF WORCESTER

cm2022feb04022300

Attachment for Item #

8.5 A

February 8, 2022

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

The attached communication relative to an outline of the status of the City-wide initiatives set forth in the February 23, 2021 Executive Order and recommendations, as received from Eric Batista, Assistant City Manager, Stephanie A. Williams, Chief Diversity Officer, and William Bagley, Human Resources Director, is forwarded for the information of your Honorable Body.

Respectfully submitted,

Edward M. Augustus, Jr.  
City Manager



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**To:** Edward M. Augustus, Jr., City Manager

**From:** Eric Batista, Assistant City Manager/Director of Urban Innovation  
Stephanie A. Williams, Chief Diversity Officer  
William Bagley, Human Resources Director

**Date:** February 4, 2022

**Re:** Update-Executive Order to Address and Assess Institutional and Structural Racism

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After the murder of George Floyd, the City of Worcester heard from hundreds of residents calling for meaningful reform and change. After numerous meetings and conversations with local advocacy groups and organizations, the City Manager Edward M. Augustus, Jr., established an Executive Order and recommendations to acknowledge and affirm the City's ongoing commitment to address the role of structural and institutional racism.

The order acknowledges the role structural and institutional racism has had on individual and collective trauma for communities of color and set forth strategic city-wide initiatives for the ongoing development of institutional capacity for reflection, change and resiliency.

As we approach the one (1) year mark since the submission of the Executive Order and recommendations, it is incumbent upon the City to be transparent in updating the community on where we are with these efforts. As such, attached is the list of recommendations along with the current status and of each.

Respectfully submitted,

Stephanie A. Williams  
Chief Diversity Officer

## February 2021 Executive Order to Assess and Address Institutional and Structural Racism Recommendations

RECOMMENDATION	STATUS	RESPONSIBLE PARTIES	EO TIMELINE
The municipality will undergo an internal review of municipality wide demographic and operational data collection and evaluation relative to advancing racial equity.	In Progress <i>Workforce Report with disaggregated data by department to be completed in the next couple of weeks.</i>	- <b>Director of Human Resources</b> - <b>Chief Diversity Officer</b>	<b>Sept. 2021</b>
Commit to prioritized diversity, equity and inclusion learning/trainings, designed to foster cultural change across the City Administration.	In Progress	- <b>Director of Human Resources</b> - <b>Chief Diversity Officer</b>	<b>July 2021</b>
HR and the EODI will work collaboratively to create training/professional development opportunities to prepare municipal staff for racial equity work.			
Beginning with the Worcester Police Department (WPD), Health and Human Services, and Human Resources I recommend a city-wide (racial) equity audit to: Review and assess institutional norms, systems, policies, and practices, that will culminate in a report with observations and recommendations as they pertain to institutional goals of racial equity.	In Progress <i>Vendor selections have been made and kickoff meetings with departments are underway</i>	- <b>Chief Diversity Officer</b> - <b>Chief of Police</b> - <b>Director of Human Resources</b> - <b>Commissioner of Health and Human Services</b>	<b>July 2021</b>  <i>Audit can take up to 12-18 months prior to completion (Dec. 2022)</i>
Remove School Resource Officers from the Worcester Public Schools at the end of the calendar year.	<b>COMPLETE</b> <i>Recommendations sent to Council and School Committee 12/14</i>	- <b>Assistant CM, Eric Batista</b> - <b>Chief of Police</b>	<b>Dec. 31, 2021</b>
The municipality commits to change business as usual and restructure our strategic planning which includes our mission, vision, and values (culture, policies and practices) with a focus on diversity, equity, and inclusion (DEI) using a racial equity lens throughout all departments with all stakeholders.	In Progress <i>Project has begun but further development will occur in FY23</i>	- <b>Assistant CM, Eric Batista</b> - <b>Chief Diversity Officer</b>	<b>January 2022</b>
The municipality will incorporate racial equity goals and objectives into their annual departmental development plan to ensure that departmental operational actions incorporate specific racial equity strategies to ensure our work leads to meaningful outcomes. Work plans will include timelines for implementation, designation of accountability, and performance measures for advancing racial equity as well as inclusive outreach and public engagement.	In Progress <i>To be included in FY23 budget document</i>	- <b>Chief Diversity Officer</b> - <b>CM's Innovation Team</b>	<b>January 2022</b>

The municipality will increase our commitment to reflect community in the workplace. Each department will incorporate a diversity recruiting action plan as part of their department development plan, which will highlight departmental goals, strategies, and candidate sourcing, specific to their department goals and operational needs.	<b>COMPLETE</b> <i>Acquired DiversityJobs.com</i>	-Chief Diversity Officer -Director of Human Resources	January 2022
Establish an Equity Cabinet under the Executive Office of Diversity and Inclusion that consists of the City Manager's Cabinet members.	<b>COMPLETE</b>	-Chief Diversity Officer	No timeline given
Create a Division of Investigations, tasked with conducting city-wide internal investigations arising out of both employee and resident complaints.	<b>COMPLETE</b>	-Director of Human Resources	No timeline given
The Chief of Police will establish a Chief's Equity Advisory Council to serve as an implementation working group on the findings and recommendations from the equity audit. The Advisory Council will be composed of community members.	In Progress	Chief of Police	No timeline given <i>Advisory Council should be solidified prior to start of Racial Equity Audits</i>
Engage community conversations about the Body Camera Program conducted by the Human Rights Commission and WPD.	<b>COMPLETE</b>	-Chief of Police -Director of Human Rights & Accessibility, ADA Coordinator	No timeline given
Recommend an ordinance to ban all facial recognition technology and prohibit any City official from obtaining facial recognition data/information via any third party.	<b>COMPLETE</b> <i>Submitted to Council for 11/30</i>	-Assistant CM, Eric Batista -City Solicitor	No timeline given
Recommend an ordinance that any surveillance technology moving forward proposed for acquisition shall be vetted through a public process and approved by City Council.	<b>COMPLETE</b> <i>Submitted to Council for 11/30</i>	-Assistant CM, Eric Batista - City Solicitor	No timeline given
Create a process where Social/Outreach Workers and/or Licensed Specialists are deployed during a mental health incident.	In progress	-Assistant CM, Eric Batista -Commissioner of HHS	No timeline given
Implement a Paid Cadet Program in the <b>WPD</b> geared towards underrepresented individuals with interest in pursuing a career in public safety.	In Progress	-Chief of Police -Chief Diversity Office -Director of Human Resources	No timeline given
Implement a Paid Cadet Program in the <b>Worcester Fire Department</b> geared towards underrepresented individuals with interest in pursuing a career in public safety.	On hold pending strategic plan	-Fire Chief -Chief Diversity Office -Director of Human Resources	No timeline given

Work collaboratively with the Office of Urban Innovation to create a public dashboard where WPD use of force complaints, incidences and other additional data in accordance with Massachusetts General Laws is displayed on the Municipal website for additional accountability and transparency.

**COMPLETE**

**-Director of Urban Innovation**  
**-Chief of Police**

**No timeline given**